



**Semi-Annual Report  
on  
Female and Minority Employment**

**July – December 2013**

**Personnel Cabinet  
July 2014**



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## EXECUTIVE SUMMARY



**STEVEN L. BESHEAR**  
GOVERNOR

### PERSONNEL CABINET

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**TIM LONGMEYER**  
SECRETARY

July 8, 2014

The Honorable Steve Beshear  
Governor, Commonwealth of Kentucky  
The Capitol Building  
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of July 1 through December 31, 2013. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

Currently, the long-term hiring goal for minorities and females are 10.2% and 50.8% respectively. These goals are based upon Kentucky demographic data from the 2010 Census, with the minority goal increasing to 12.2% incrementally beginning with this reporting period. This report measures the minority employment goal at 10.2% and the four subsequent reporting periods will measure these goals at 10.7%, 11.2%, 11.7% and 12.2%, respectively. Female utilization goals fell from 52.42% to 50.8% this reporting period and will remain at this level until new demographic data becomes available.

Through these goals, your Administration continues its focus on increasing representation in employment by race and gender and developing a Kentucky State Government workforce that reflects the racial and gender demographics of the citizens we serve.

This Semi-Annual Report on Female and Minority Utilization is compiled with data from the Kentucky Human Resources Information System (KHRIS). The Office of Diversity & Equality has worked to ensure that the updated reporting system more accurately reflects the racial and gender makeup of the Executive Branch. Again in this report, and in all subsequent reports, data from the



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United Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture are removed from the overall Executive Branch employment totals. This format more accurately reflects the workforce makeup of your administration. The employment data from the aforementioned agencies will be included as appendices to this report.

The total number of Executive Branch employees, for our reporting purposes, as of December 31, 2013, was 32,851. At the close of this reporting period, your administration employed 2,957 minorities and 16,122 females. This represents a utilization percentage of 9.0% for minorities and 49.08% for females, an increase from 8.9% and 48.83%, respectively, at the end of the last reporting period.

The Personnel Cabinet and the Cabinet for Health and Family Services exceed the overall goals for both minority and female employment. While the Economic Development Cabinet, Labor Cabinet, Education Cabinet, and General Government exceed the goal for female employment. In this report you will find overall and categorical utilization data for each of the various cabinets in addition to charts denoting utilization trends over several reporting periods.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely,

Tim Longmeyer, Personnel Secretary  
Enclosure: Semi-Annual Report July - December, 2013

## STATEMENT OF PURPOSE

### **Office of Diversity & Equality**

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Executive Branch's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within the Executive Branch of state government.

The Executive Branch Affirmative Action Plan requires the Personnel Cabinet to set utilization goals for female and minority employment. Employment goals reflect population percentages established by the most recent census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.

The new Executive Branch Affirmative Action Plan, established by Executive Order 2013-841, has established new utilization goals at 12% for minority employment and 50.8% for female employment. Beginning with this report, the female utilization goal will be measured at this established goal. The minority utilization goal will increase from 10.2% to 12.2% over the next five consecutive reporting periods. Below is the schedule for this gradual increase:

<b>Reporting Period</b>	<b>Minority Utilization Goal</b>	<b>Increase</b>
December 2013	10.2%	0.2%
July 2014	10.7%	0.5%
December 2014	11.2%	0.5%
July 2015	11.7%	0.5%
December 2015	12.2%	0.2%

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

### **Report Structure and Methodology**

The data included in this Semi-Annual Report on Female & Minority Employment was provided by the Kentucky Human Resources Information System (KHRIS). The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find graphic representations of the data provided by KHRIS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

Since December 2011, all subsequent reports have excluded employment data from the United Prosecutorial System and the constitutional offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture in the overall Executive Branch employment totals. This change was made to more accurately reflect the workforce makeup of this administration. The employment data from the aforementioned agencies will be included as appendices to this report.

### **Notes on Reading the Utilization Tables**

1. The Executive Branch Utilization Tables (page 11), and the tables compiled for each of the various cabinets, consists of ten columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):
  - Job Category
  - Total Number of Employees (TOT EMPLS)
  - Number of Minorities Employed (MIN)
  - Percentage of Minorities Employed (% MIN)
  - Projected Minority Utilization Goals (MIN PROJ % GOAL)
  - Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)
  - Number of Females Employed (FEM)
  - Percentage of Females Employed (% FEM)
  - Projected Female Utilization Goals (FEM PROJ % GOAL)
  - Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
2. Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category ***SEE APPENDIX 7.***
3. Rows 11-13 provide totaled information for overall analysis. These rows include:
  - TOTAL (the sum of all data found in the various columns)
  - JUNE 2013 TOTAL (the totals from the previous reporting period)
  - CHANGES (the differences between the current total and the total from the previous reporting period)
4. Color coding is used to highlight certain useful information for readers.
  - Green (utilization goal met)

### **Cabinet Utilization Tables**

Also included in this report are snapshots of the overall minority and female utilization numbers

for each cabinet as well as a breakdown for the various EEO Job Categories.

### **Trend Charts**

Provided in this report are charts representing minority and female utilization over designated periods of time. The charts for total Executive Branch utilization (pages 15 and 16) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).<sup>1</sup>

### **Analytical Framework for Readers**

The presentation of data found within this report focuses on providing readers with a general overview of the status of the Executive Branch of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

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<sup>1</sup> Trend charts for two cabinets, Labor and Public Protection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

## **MINORITY & FEMALE EMPLOYMENT DATA**



## Executive Branch Utilization Summary

Between July 1 and December 31, 2013, the number of Kentucky Executive Branch employees decreased by 525 positions from 33,376 to 32,851. The total number of minority held positions during this period fell by thirteen positions from 2,970 to 2,957. This decrease, proportionally lower than the total percentage of minority held positions, resulted in a 0.10% increase in minority utilization from 8.9% to 9.0%, 1.2% shy of the minority utilization goal of 10.2%.<sup>2</sup>

Likewise, during this reporting period, the decrease in the number of female held positions was proportionally smaller than the overall decrease in employment. This decrease of 177 female held positions from 16,299 to 16,122, resulted in a 0.28% rise in female utilization from 48.83% to 49.08%, 1.72% shy of the female utilization goal of 50.8%. Females represented only 33.71% of the 525 fewer positions in the Executive Branch.

During this reporting period, the Commonwealth continued to exceed the minority utilization goal in two EEO Job Categories (Paraprofessional and Service Maintenance). The female utilization goal was again met in four EEO Job Categories this reporting period (Professional, Paraprofessional, and Office & Clerical and Other).

Deficiencies in attaining the overall minority and female utilization goals can be found in several areas. Looking at minority employment by cabinet, the Energy & Environment, Tourism, and Transportation cabinets have a disproportionately low proportion of overall minority employees in comparison to their proportions of the overall Executive Branch workforce. The Energy & Environment Cabinet employs 5.15% of the overall Executive Branch workforce, but only 2.33% of the overall minority employment. The Tourism, Arts & Heritage Cabinet employs 3.52% of the overall minority employment in the Executive Branch, while composing 5.94% of the Executive Branch workforce. And though the Transportation Cabinet employs 14.69% of the Executive Branch workforce, minorities employed by this cabinet only comprise 9.27% of the overall minority employment. Additionally, as of this reporting period, the Public Protection Cabinet and the Energy & Environment Cabinet were at their lowest percentage of minority employment since the beginning of this administration

The greatest deficiency in female employment is found in the Transportation Cabinet. Though the Transportation Cabinet workforce represents 14.69% of the overall Executive Branch employment, females employed by Transportation only comprise 5.78 % of the overall Executive Branch female employment.

The percentage of overall Executive Branch minority and female employees employed with the Cabinet for Health and Family Services far exceeds the cabinet's proportion of the overall workforce. Though the Cabinet for Health & Family Services employs 22.97% of the Executive Branch workforce, it employs 36.96% and 37.55% of the overall minority and female Executive Branch employees, respectively. *(For a full list of employment percentages by cabinet see Page 17.)*

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<sup>2</sup> For a chart explaining the gradual increase of minority utilization goals established with the new demographic information from the 2010 Census, please see the "Statement of Purpose" on page 5.

In examining proportional representation by EEO Job Categories, there are a few EEO Job Categories where minority and female employees are either significantly underutilized or disproportionately concentrated.

Across the board, minority underrepresentation is most prevalent in EEO Job Categories 1 (Officials & Administrators), 4 (Protective Service Workers) and 7 (Skilled Workers). EEO Job Category 1 is comprised of 8.33% of the total Executive Branch workforce, though only 6.97% of the total number of minorities employed by the Executive Branch is from this particular category. Likewise, Category 4 comprises 10.59% of the total Executive Branch workforce, but only 7.68% of the minority workforce. And most severely, Category 7 is 7.46% of the total Executive Branch employment but only 3.48% in the case of minorities.

EEO Categories 5 (Paraprofessionals) and 8 (Service Maintenance) both have a higher concentration of the Executive Branch minority employment than the total workforce percentage. Category 5 consists of 7.66% of the total workforce but 10.59% of the minority employment. Category 8 comprises 5% of the total workforce but 7.58% of the minority employment.





For female employment, underrepresentation can be found in EEO Job Category 4 (Protective Service Workers) and 7 (Skilled Workers). Categories 4 and 7 comprise 10.59% and 7.46% of the Executive Branch workforce, respectively, but only 4.12% and 0.85% of the total female employment.

Higher concentrations of female employees are found in EEO Job Categories 2 (Professionals), 5 (Paraprofessionals) and 6 (Office & Clerical). Category 2 is 51.14% of the Executive Branch total, but 60.34% of the female total. Category 5 is 7.66% of the overall workforce but 11.91% of the female workforce. And 4.83% of Executive Branch employees belong to Category 6, but 7.72% of the Executive Branch female employees hold Category 6 positions.

*(For a full list of employment percentages by EEO Job Category see Page 18.)*

## EXECUTIVE BRANCH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2,738	206	7.52%	10.2%	64	1,196	43.68%	50.8%	195
EEO GRP 2: PROFESSIONAL	16,800	1,579	9.4%	10.2%	135	9,728	57.90%	50.8%	0.0
EEO GRP 3: TECHNICIANS	1,636	117	7.15%	10.2%	50	598	36.55%	50.8%	224
EEO GRP 4: PROTECT SERV WRKR	3,479	227	6.52%	10.2%	26	665	19.11%	50.8%	1,103
EEO GRP 5: PARA PROFESSIONAL	2,518	367	14.58%	10.2%	0.0	1,920	76.25%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	1,588	134	8.44%	10.2%	28	1,244	78.34%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	2,450	103	4.20%	10.2%	147	137	5.60%	50.8%	1,108
EEO GRP 8: SERVICE MAINTENANCE	1,641	224	13.65%	10.2%	0.0	633	38.57%	50.8%	201
EEO GRP 9: OTHER	1	0	0.0%	10.2%	1	1	100%	50.8%	0.0
<b>DECEMBER 2013 TOTAL</b>	<b>32,851</b>	<b>2,957</b>	<b>9.0%</b>	<b>10.2%</b>	<b>394</b>	<b>16,122</b>	<b>49.08%</b>	<b>50.8%</b>	<b>567</b>
<b>JUNE 2013 TOTAL</b>	<b>33,376</b>	<b>2,970</b>	<b>8.90%</b>	<b>10.00%</b>	<b>368</b>	<b>16,299</b>	<b>48.83%</b>	<b>52.42%</b>	<b>1,197</b>
<b>CHANGES</b>	<b>-525</b>	<b>-13</b>	<b>0.10%</b>	<b>0.2%</b>	<b>26</b>	<b>-177</b>	<b>0.28%</b>	<b>-1.62%</b>	<b>-630</b>

	Utilization Goals Met		December 2013 Totals
	June 2013 Totals		Changes in numbers between June 2013 and December 2013

## OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**

- Health & Family Services Cabinet
- Personnel Cabinet

- **Cabinets meeting minority utilization goals:**

- Health & Family Services Cabinet (**14.48 %**)
- Personnel Cabinet (**11.66%**)

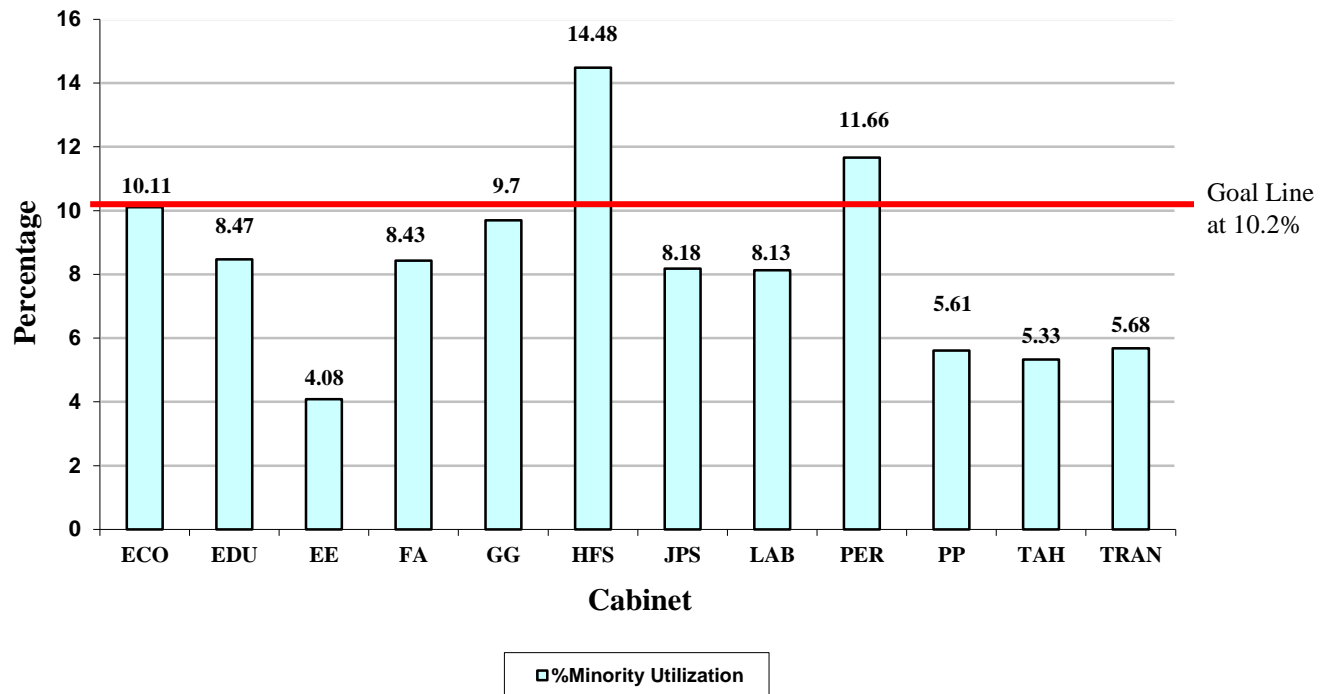
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*(The General Government and the Economic Development Cabinet both came within one percentage point of attaining the minority employment goal for this reporting period with 9.7% and 10.11%, respectively.)*

- **Cabinets meeting female utilization goals:**

- Economic Development Cabinet (**53.93 %**)
- Education Cabinet (**59.97%**)
- General Government (**59.09%**)
- Health & Family Services Cabinet (**80.72%**)
- Labor Cabinet (**55.08%**)
- Personnel Cabinet (**74.44%**)

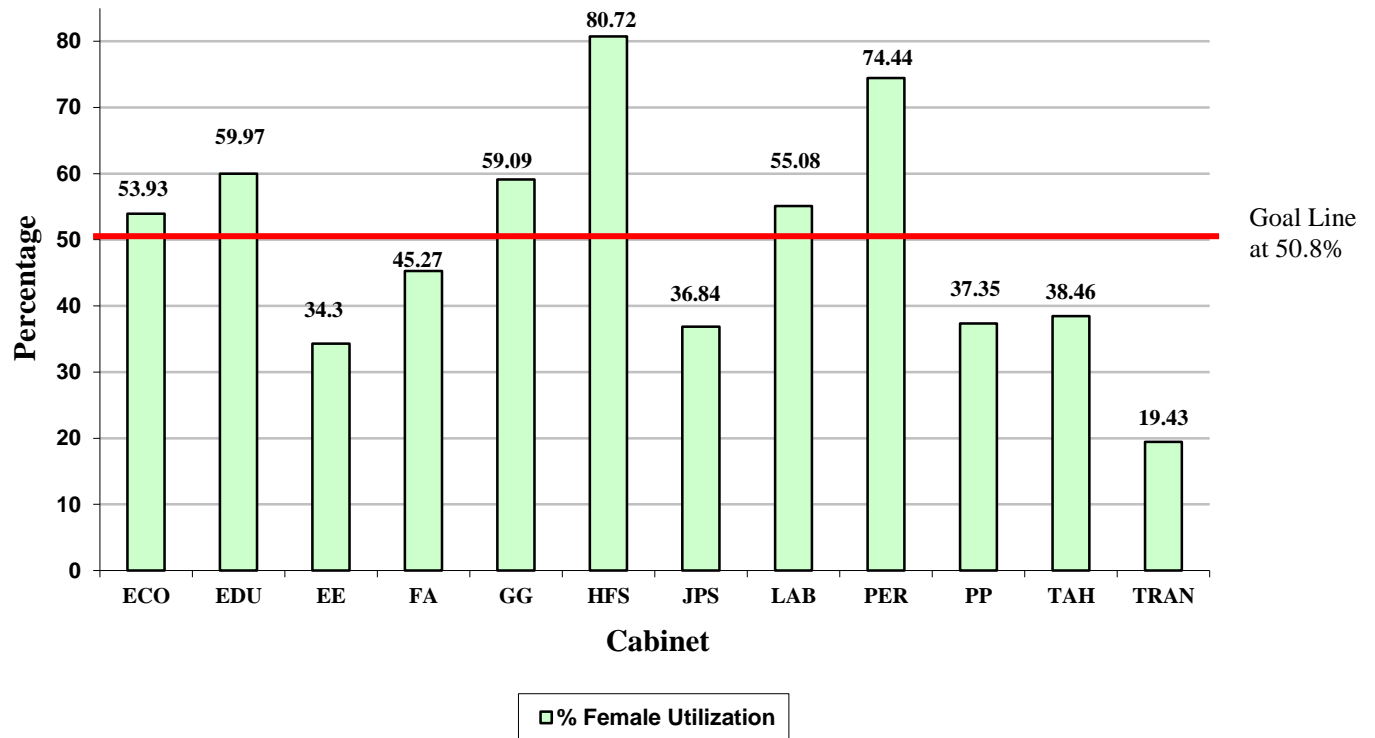
## MINORITY UTILIZATION BY CABINET



### CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

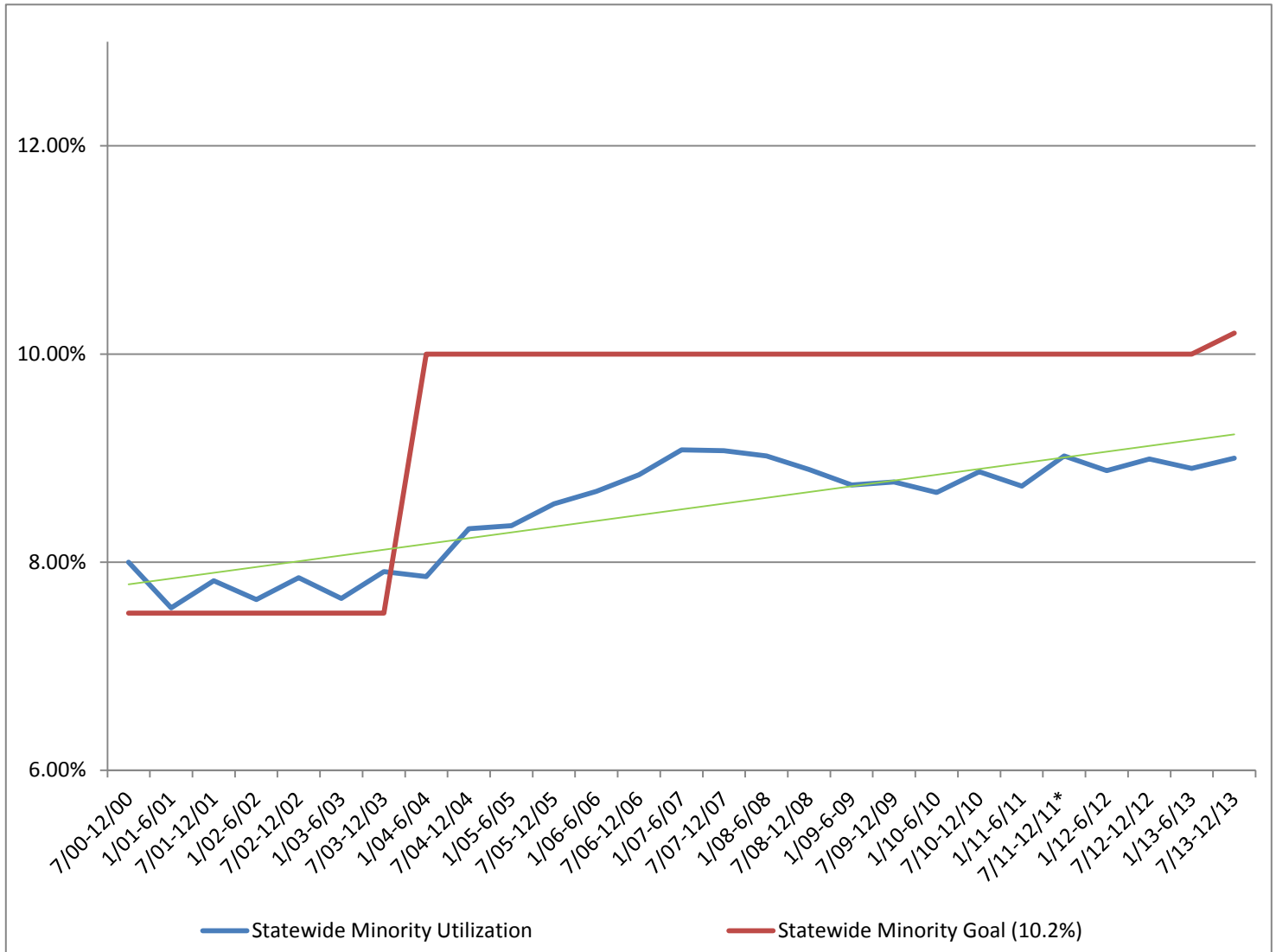
## FEMALE UTILIZATION BY CABINET



### CABINETS

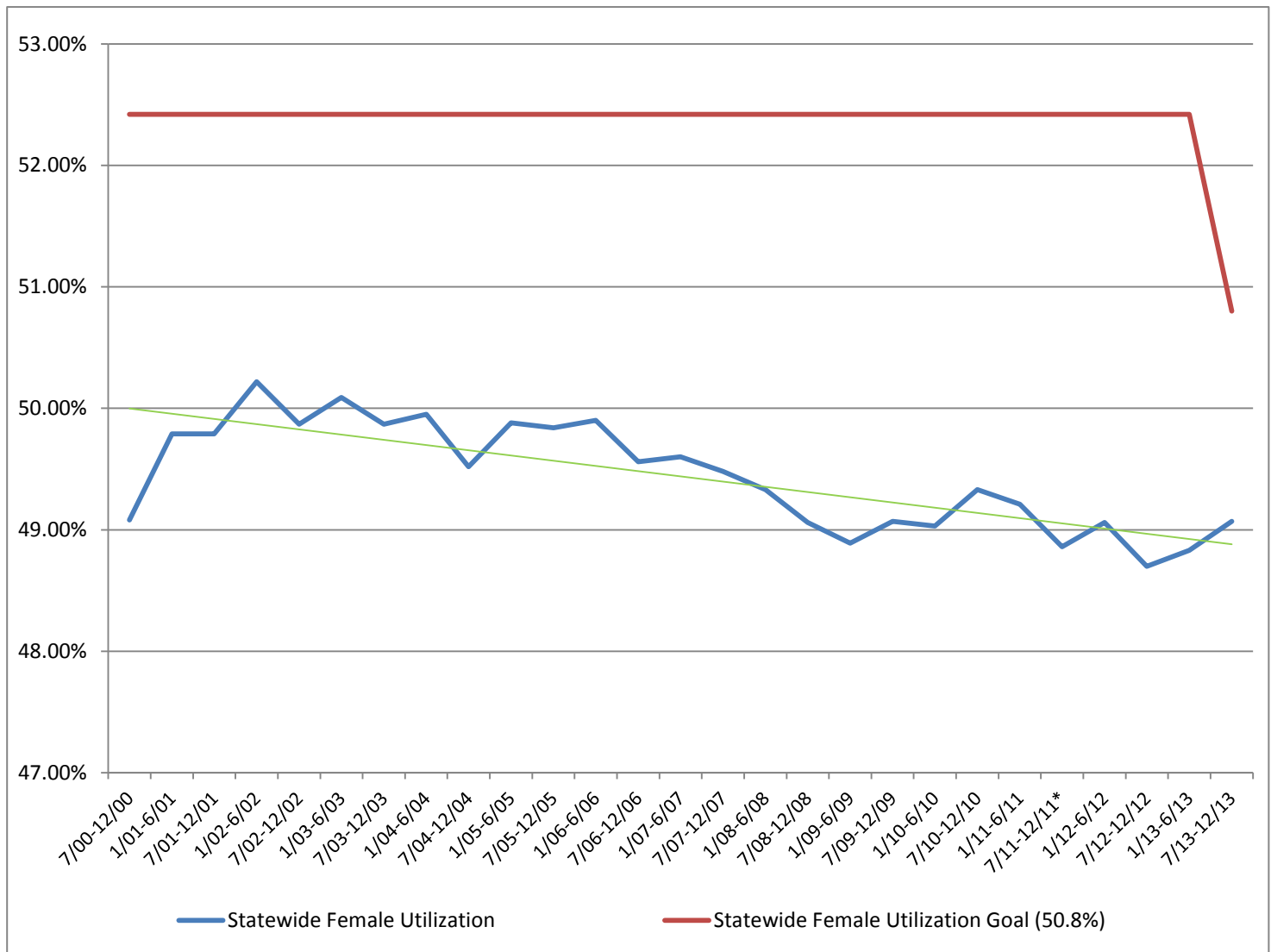
ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

## MINORITY UTILIZATION TREND FOR DECEMBER 2000 – DECEMBER 2013



\* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

## FEMALE UTILIZATION TREND FOR DECMEBER 2000 – DECEMBER 2013



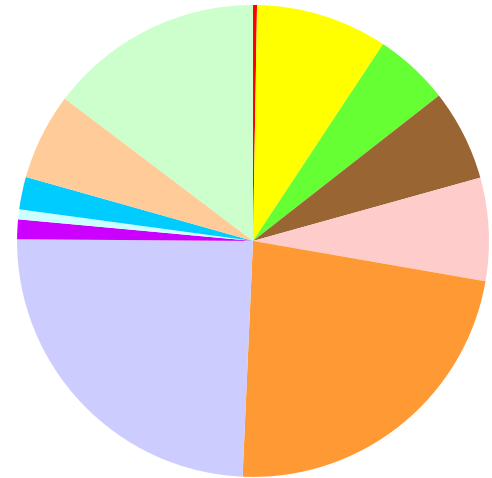
\* From December 2011 forward, data will exclude employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).



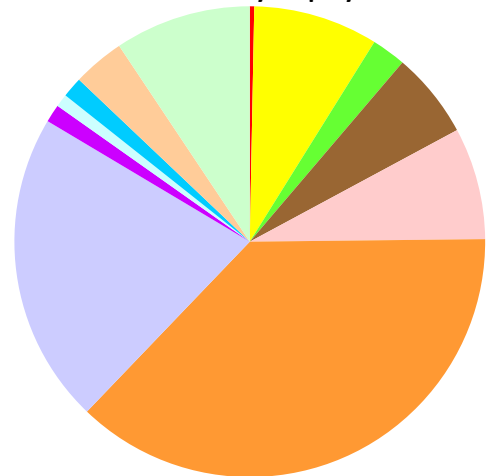
## PERCENTAGE OF EXECUTIVE BRANCH UTILIZATION BY CABINET

Cabinet	% Overall Employment	% Minority Employment	% Female Employment
<b>ECO</b>	0.27%	0.30%	0.30%
<b>EDU</b>	9.02%	8.49%	10.95%
<b>EE</b>	5.15%	2.33%	3.58%
<b>FA</b>	6.24%	5.85%	5.73%
<b>GG</b>	7.06%	7.61%	8.45%
<b>HFS</b>	22.97%	36.96%	37.55%
<b>JUS</b>	24.41%	21.18%	18.21%
<b>LAB</b>	1.35%	1.22%	2.12%
<b>PER</b>	0.68%	0.88%	1.02%
<b>PP</b>	2.23%	1.39%	1.68%
<b>TAH</b>	5.94%	3.52%	4.62%
<b>TRAN</b>	14.69%	9.27%	5.78%

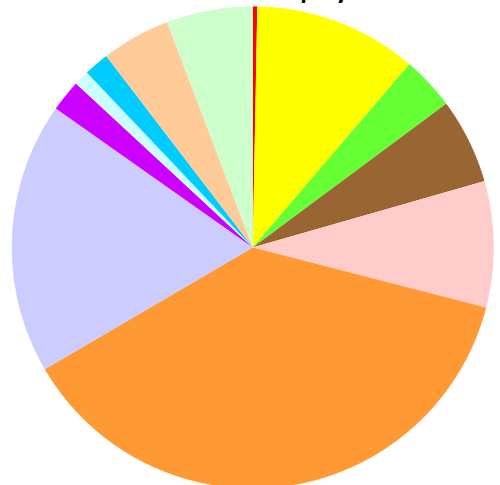
**% of Overall Employment**



**% of Minority Employment**



**% of Female Employment**



## PERCENTAGE OF EXECUTIVE BRANCH UTILIZATION BY JOB CATEGORY

EEO Job Category	% Overall	% Minority	% Female
<b>Group 1</b>	8.33%	6.97%	7.42%
<b>Group 2</b>	51.14%	53.40%	60.34%
<b>Group 3</b>	4.98%	3.96%	3.71%
<b>Group 4</b>	10.59%	7.68%	4.12%
<b>Group 5</b>	7.66%	12.41%	11.91%
<b>Group 6</b>	4.83%	4.53%	7.72%
<b>Group 7</b>	7.46%	3.48%	0.85%
<b>Group 8</b>	5.00%	7.58%	3.93%
<b>Group 9</b>	0.01%	0.00%	0.01%

Group 1: Officials & Administrators  
 Group 2: Professionals  
 Group 3: Technicians  
 Group 4: Protective Service Workers  
 Group 5: Paraprofessionals  
 Group 6: Office & Clerical  
 Group 7: Skilled Workers  
 Group 8: Service Maintenance  
 Group 9: Other

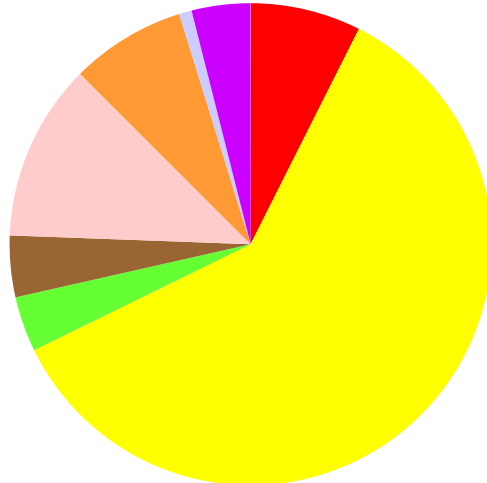
**% of Overall Employment**



**% of Minority Employment**



**% of Female Employment**



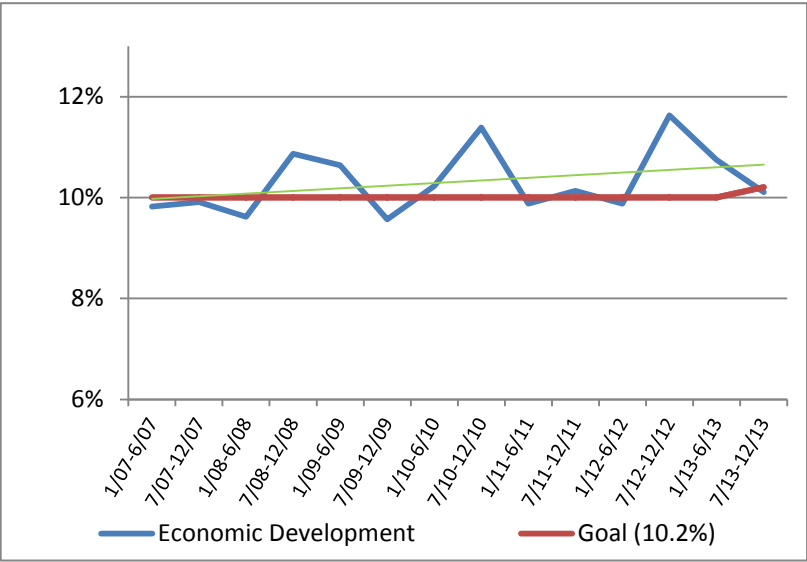
**CABINET UTILIZATION TABLES**

## ECONOMIC DEVELOPMENT CABINET

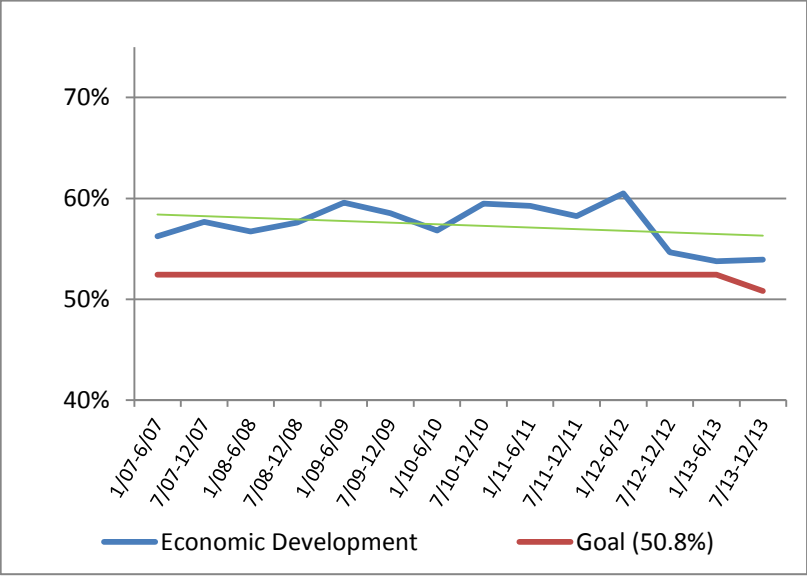
### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	16	1	6.25%	10.2%	0.7	5	31.25%	50.8%	3.2
EEO GRP 2: PROFESSIONAL	62	7	11.29%	10.2%	0.0	34	54.84%	50.8%	0.0
EEO GRP 3: TECHNICIANS	5	0	0.0%	10.2%	0.6	4	80%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0.0%	10.2%	0.2	1	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	4	0	0.0%	10.2%	0.5	4	100%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.2%	0.0	0	0.0%	50.8%	0.6
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	89	9	10.11%	10.2%	0.1	48	53.93%	50.8%	0.0
JULY 2013 TOTAL	93	10	10.75%	10.00%	0.0	50	53.76%	52.42%	0.0
CHANGES	-4	-1	-0.64%	0.2%	0.1	-2	0.17%	-1.62%	0.0

**Economic Development Minority Utilization Trend**



**Economic Development Female Utilization Trend**

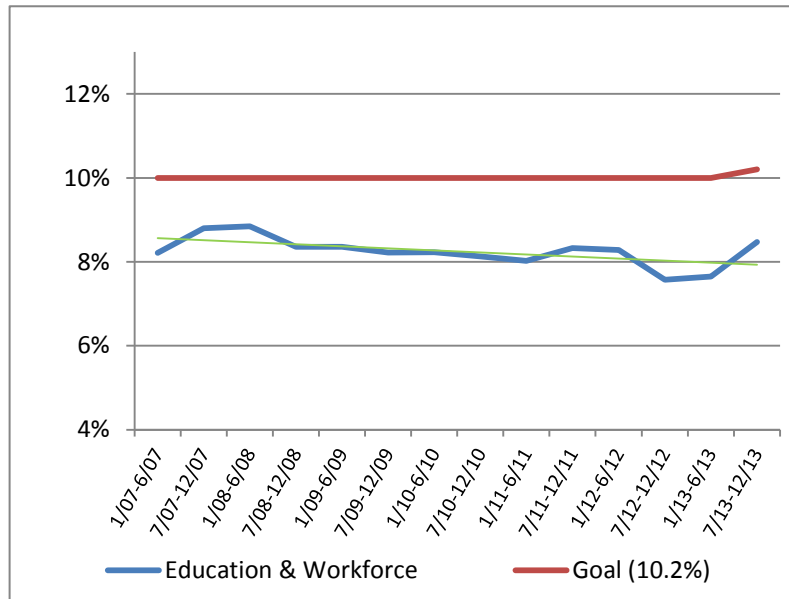


## EDUCATION & WORKFORCE DEVELOPMENT CABINET

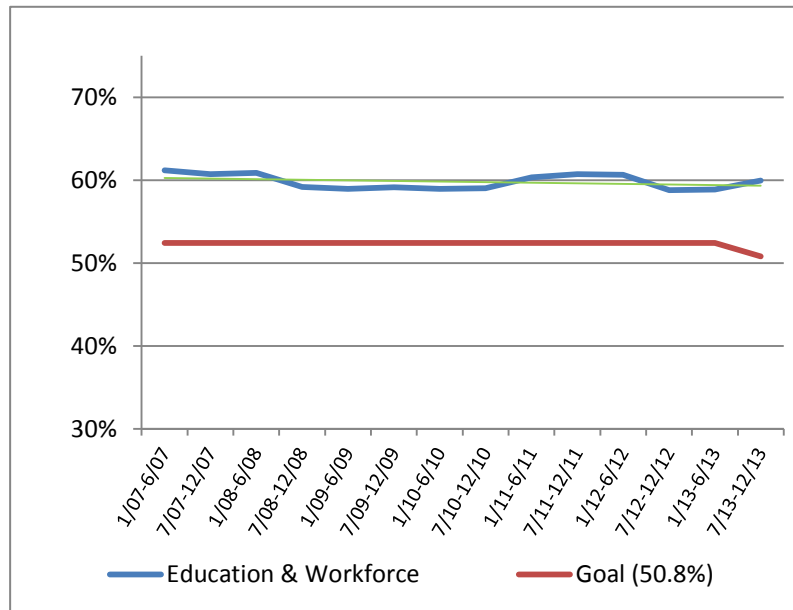
### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	336	38	11.31%	10.2%	0.0	201	59.82%	50.8%	0.0
EEO GRP 2: PROFESSIONAL	2,221	172	7.74%	10.2%		1,342	60.42%	50.8%	0.0
EEO GRP 3: TECHNICIANS	100	11	11%	10.2%	0.0	55	55%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	8	0	0.0%	10.2%	0.9	1	12.50%	50.8%	3.1
EEO GRP 5: PARA PROFESSIONAL	83	9	10.84%	10.2%	0.0	53	63.86%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	104	8	7.96%	10.00%	2.7	97	93.27%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	19	3	15.79%	10.2%	0.0	3	15.79%	50.8%	6.7
EEO GRP 8: SERVICE MAINTENANCE	91	10	10.99%	10.2%	0.0	24	26.37%	50.8%	22.3
EEO GRP 9: OTHER	1	0	0.0%	10.2%	0.2	1	100%	50.8%	0.0
TOTAL	2,963	251	8.47%	10.2%	51.3	1,777	59.97%	50.8%	0.0
JUNE 2013 TOTAL	2,994	229	7.65%	10.00%	70.4	1,763	58.88%	52.42%	0.0
CHANGES	-31	22	0.82%	0.2%	-19.1	14	1.09%	-1.62%	0.0

### **Education & Workforce Development Minority Utilization Trend**



### **Education & Workforce Development Female Utilization Trend**



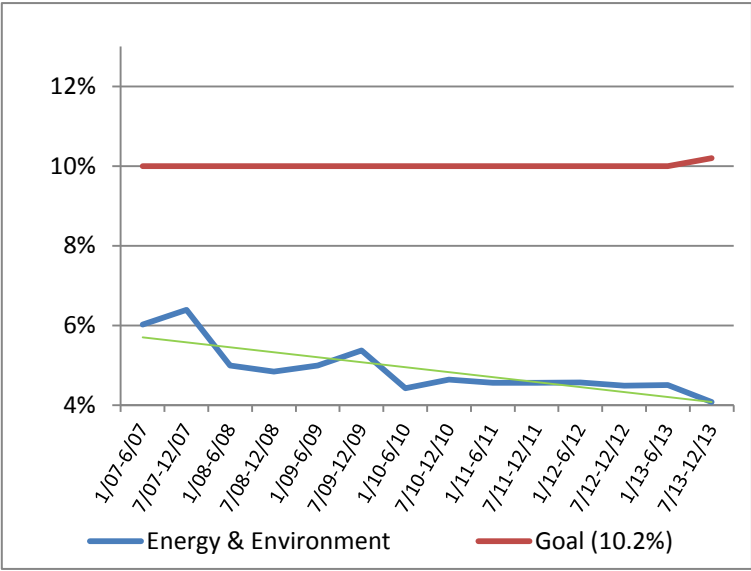
## ENERGY & ENVIRONMENT CABINET

### July - December 2013 Utilization Table

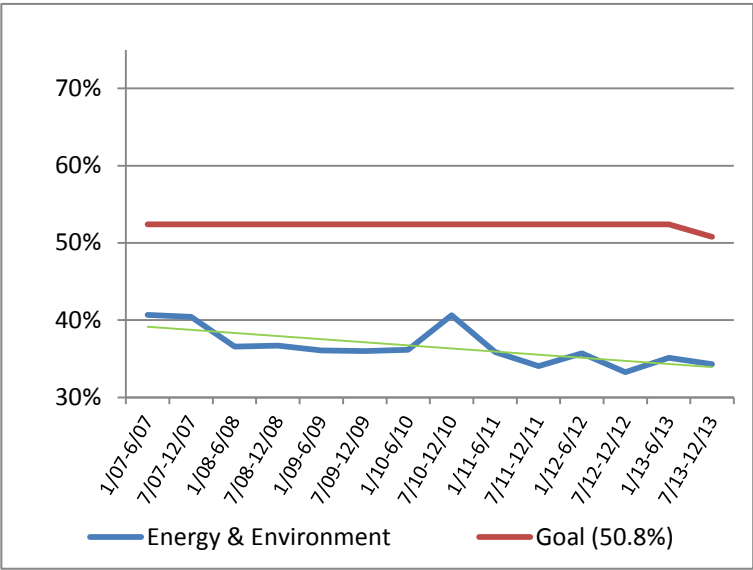
JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	240	12	5.0%	10.2%	12.5	80	33.33%	50.8%	42
EEO GRP 2: PROFESSIONAL	1,207	53	4.39%	10.2%	70.2	462	38.28%	50.8%	151.2
EEO GRP 3: TECHNICIANS	132	2	1.52%	10.2%	11.5	16	12.12%	50.8%	51.1
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	5	0	0.0%	10.2%	0.6	5	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	15	0	0.0%	10.2%	1.6	13	86.67%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	5	0	0.0%	10.2%	0.6	2	40%	50.8%	0.6
EEO GRP 8: SERVICE MAINTENANCE	87	2	2.3%	10.2%	6.9	2	2.30%	50.8%	42.2
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	1,691	69	4.08%	10.2%	103.5	580	34.30%	50.8%	279.1
JUNE 2013 TOTAL	1,643	74	4.50%	10.00%	90.3	504	30.70%	52.42%	357.3
CHANGES	48	-5	-0.42%	0.2%	13.2	76	3.6%	-1.62%	-78.2



**Energy & Environment Minority Utilization Trend**



**Energy & Environment Female Utilization Trend**

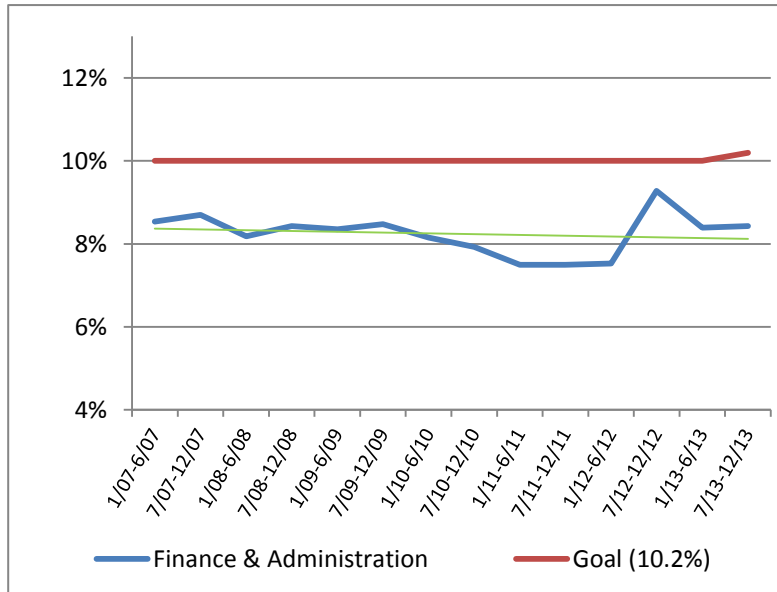


## FINANCE & ADMINISTRATION CABINET

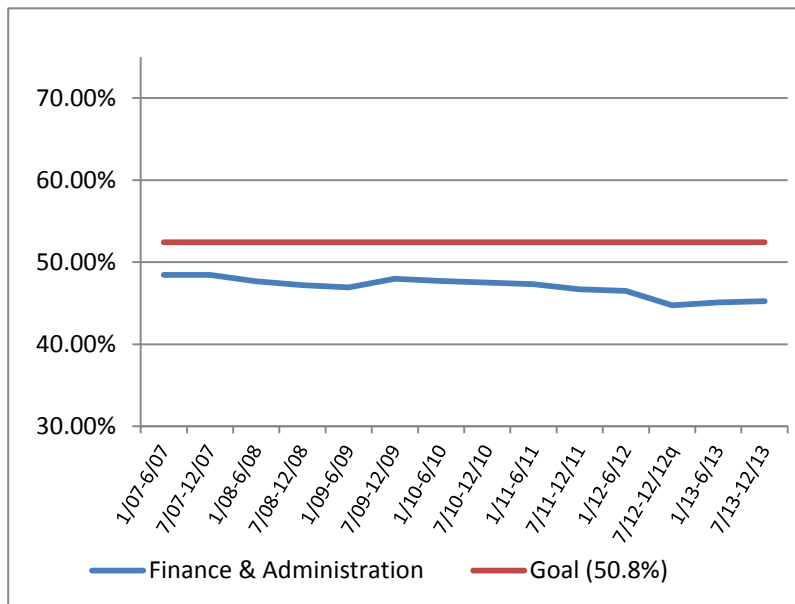
### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	395	28	7.09%	10.2%	12.3	156	39.49%	50.8%	44.7
EEO GRP 2: PROFESSIONAL	1,154	99	8.58%	10.2%	18.8	605	52.43%	50.8%	0.0
EEO GRP 3: TECHNICIANS	235	22	9.36%	10.2%	2	81	34.47%	50.8%	38.4
EEO GRP 4: PROTECT SERV WRKR	--	-	--	--	--	--	--	--	
EEO GRP 5: PARA PROFESSIONAL	52	4	7.69%	10.2%	1.4	30	57.69%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	69	7	10.14%	10.2%	0.0	39	56.52%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	96	3	3.13%	10.2%	6.8	4	4.17%	50.8%	44.8
EEO GRP 8: SERVICE MAINTENANCE	48	10	20.83%	10.2%	0.0	14	29.17%	50.8%	10.4
EEO GRP 9: OTHER	3	0	0.0%	10.2%	0.4	0	0.0%	50.8%	1.6
TOTAL	2,052	173	8.43%	10.2%	36.3	929	45.27%	50.8%	113.5
JUNE 2013 TOTAL	2,098	176	8.39%	10.00%	33.8	946	45.09%	52.42%	153.8
CHANGES	-46	-3	0.04%	0.2%	2.5	-17	0.18%	1.62%	-40.3

### **Finance & Administration Minority Utilization Trend**



### **Finance & Administration Female Utilization Trend**

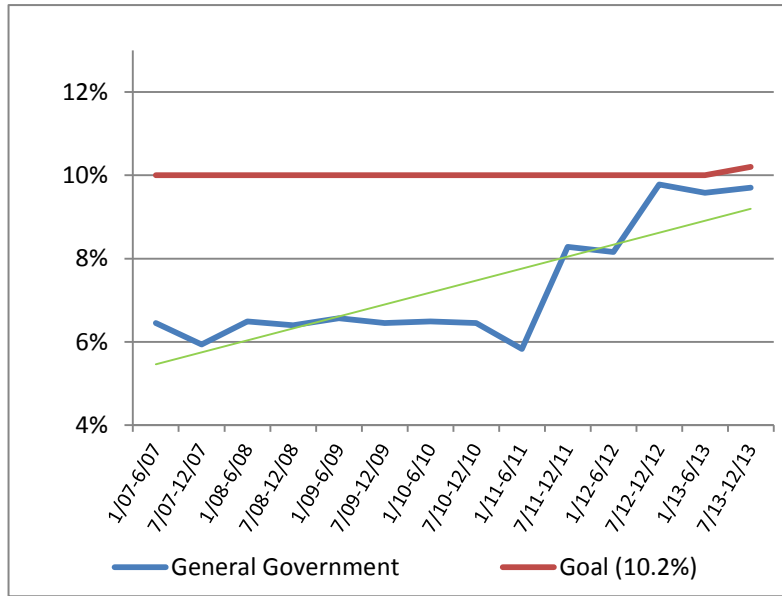


## GENERAL GOVERNMENT

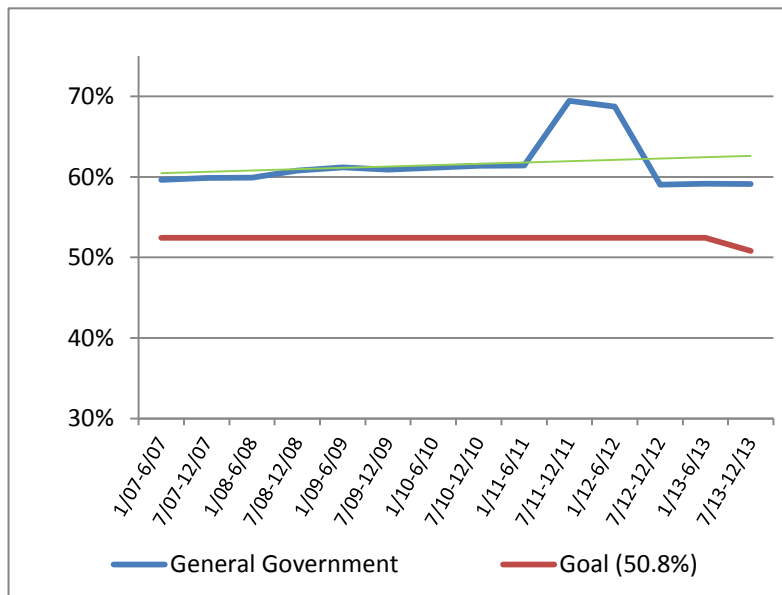
### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	214	15	7.01%	10.2%	6.9	85	39.72%	50.8%	23.8
EEO GRP 2: PROFESSIONAL	1,073	118	11%	10.2%	0.0	608	56.66%	50.8%	0.0
EEO GRP 3: TECHNICIANS	139	5	3.60%	10.2%	9.2	91	65.47%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	276	28	10.14%	10.2%	0.2	99	35.87%	50.8%	41.3
EEO GRP 5: PARA PROFESSIONAL	302	39	12.91%	10.2%	0.0	273	90.4%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	48	5	10.42%	10.2%	0.0	42	87.5%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	64	3	4.69%	10.2%	3.6	16	25%	50.8%	16.6
EEO GRP 8: SERVICE MAINTENANCE	204	12	5.88%	10.2%	8.9	127	62.25%	50.8%	0.0
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	2,320	225	9.70%	10.2%	11.7	1,371	59.09%	50.8%	0.0
JUNE 2013 TOTAL	2,327	223	9.58%	10.00%	9.7	1,376	59.13%	52.42%	0.0
CHANGES	-7	2	0.12%	0.2%	2	-5	-0.04%	-1.62%	0

### **General Government Minority Utilization Trend<sup>3</sup>**



### **General Government Female Utilization Trend<sup>4</sup>**



<sup>3</sup> Beginning with the June – December 2011 reporting period, employees with the United Prosecutorial Service, the Attorney General, the Secretary of State, the State Treasurer, the Commissioner of Agriculture and the State Auditor were not included in the count for General Government. (Please see page 6 for an explanation of this change in the reporting format.)

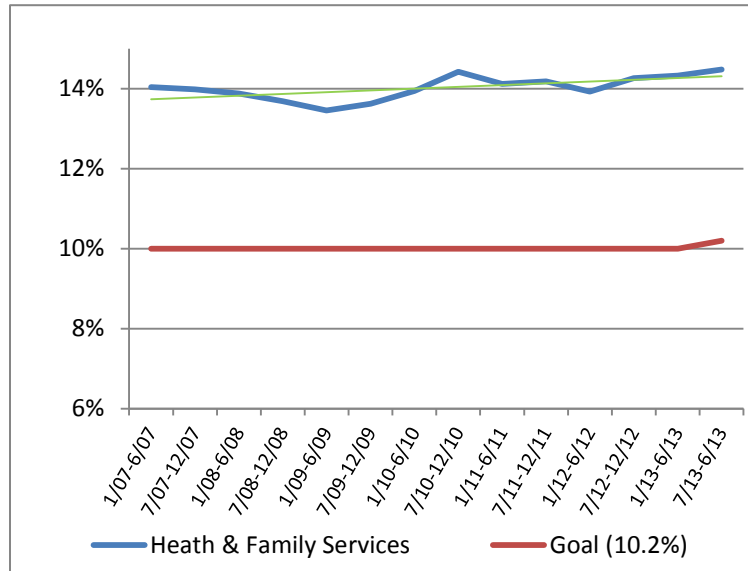
<sup>4</sup> *Ibid....*

## HEALTH & FAMILY SERVICES CABINET

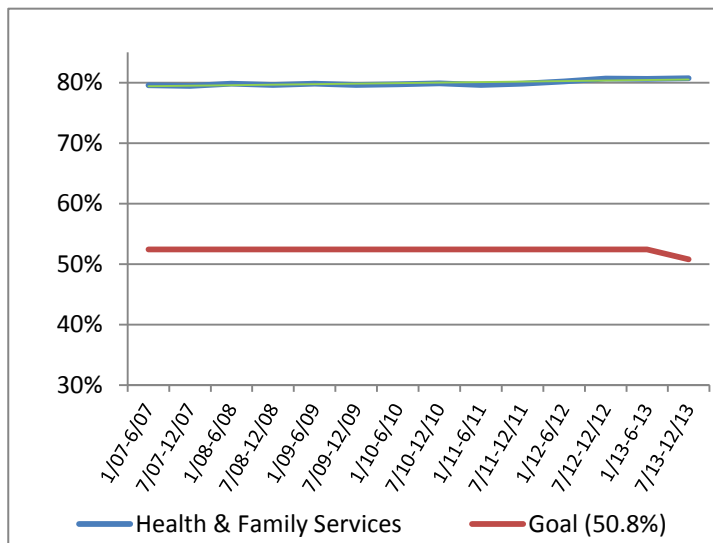
### July -December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	400	35	8.75%	10.2%	5.8	290	72.5%	50.8%	0.0
EEO GRP 2: PROFESSIONAL	4,451	553	12.42%	10.2%	0.0	3,603	80.95%	50.8%	0.0
EEO GRP 3: TECHNICIANS	163	25	15.34%	10.2%	0.0	103	63.19%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	67	5	7.46%	10.2%	1.9	23	34.33%	50.8%	10.7
EEO GRP 5: PARA PROFESSIONAL	1,657	269	16.23%	10.2%	0.0	1,409	85.03%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	509	69	13.56%	10.2%	0.0	487	95.68%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	59	7	11.86%	10.2%	0.0	11	18.64%	50.8%	19
EEO GRP 8: SERVICE MAINTENANCE	241	130	53.94%	10.2%	0.0	166	68.88%	50.8%	0.0
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	7,547	1,093	14.48%	10.2%	0.0	6,092	80.72%	50.8%	0.0
JUNE 2013 TOTAL	7,557	1,083	14.33%	10.00%	0.0	6,092	80.61%	52.42%	0.0
CHANGES	-10	10	0.15	0.2%	0	0	0.11%	-1.62%	0

### **Health & Family Services Minority Utilization Trend**



### **Health & Family Services Female Utilization Trend**



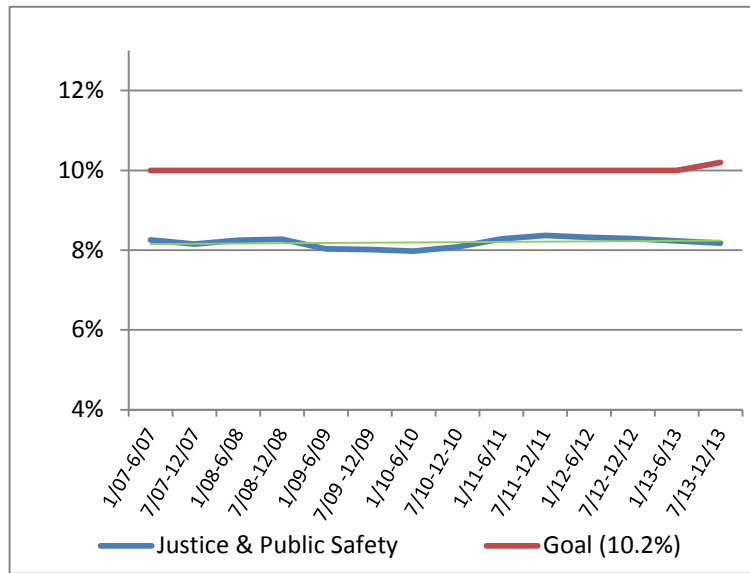
## JUSTICE & PUBLIC SAFETY CABINET

### July - December 2013 Utilization Table

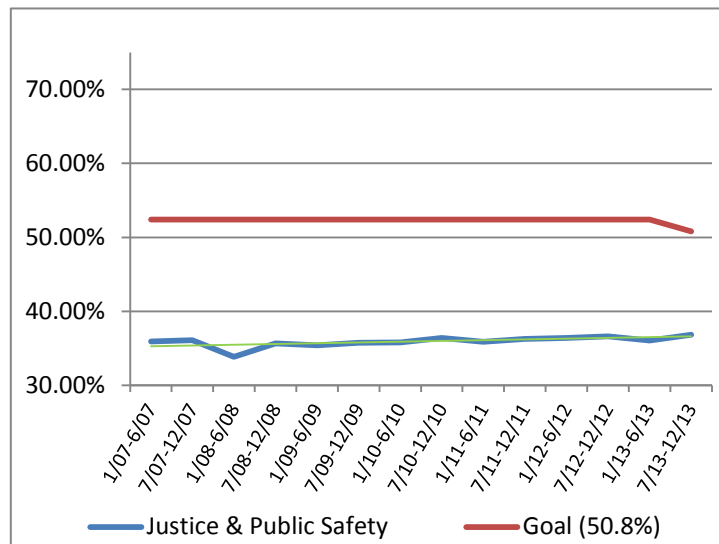
JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	385	43	11.17%	10.2%	0.0	160	41.56	50.8%	35.6
EEO GRP 2: PROFESSIONAL	3,571	353	9.89%	10.2%	11.3	1,690	47.33%	50.8%	124.1
EEO GRP 3: TECHNICIANS	189	9	4.76%	10.2%	10.3	98	51.85%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	2,918	190	6.51%	10.2%	107.7	505	17.31%	50.8%	977.4
EEO GRP 5: PARA PROFESSIONAL	166	33	19.88%	10.2%	0.0	73	43.98%	50.8%	11.4
EEO GRP 6: OFFICE & CLERICAL	533	23	4.32%	10.2%	31.4	375	70.36%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	199	3	1.51%	10.2%	17.3	34	17.09%	50.8%	67.1
EEO GRP 8: SERVICE MAINTENANCE	57	2	3.51%	10.2%	3.9	19	33.33%	50.8%	10
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	8,018	656	8.18%	10.2%	161.9	2,954	36.84%	50.8%	1,119.2
JUNE 2013 TOTAL	8,076	655	8.23%	10.00%	152.6	2,913	36.07%	52.42%	1,320.5
CHANGES	-58	1	-0.05%	0.2%	9.3	41	0.77%	1.62%	-201.3



### **Justice & Public Safety Minority Utilization Trend**



### **Justice & Public Safety Female Utilization Trend**

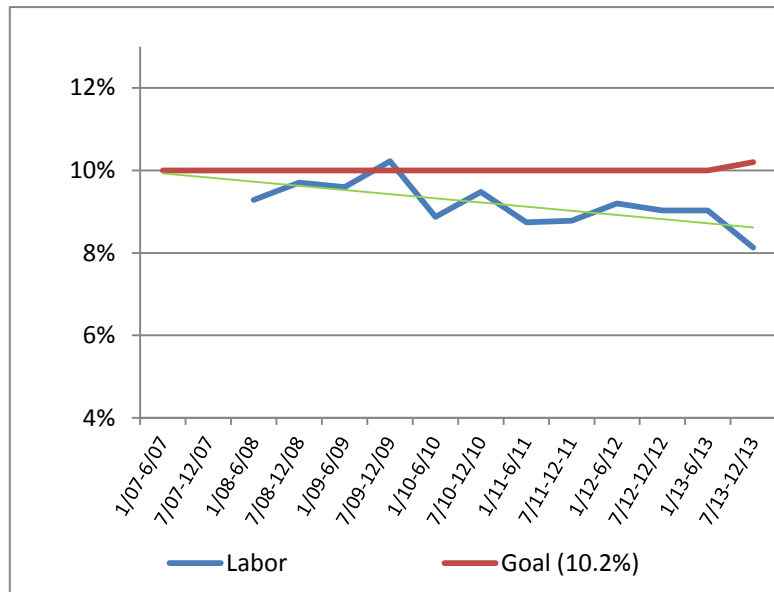


## LABOR CABINET

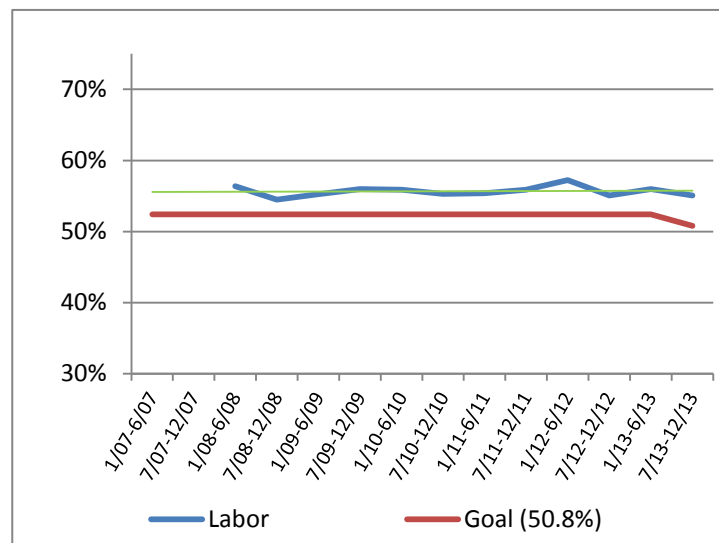
### July – December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	59	1	1.69%	10.2%	5.1	28	47.46%	50.8%	2
EEO GRP 2: PROFESSIONAL	290	26	8.97%	10.2%	3.6	154	53.10%	50.8%	0.0
EEO GRP 3: TECHNICIANS	35	7	20%	10.2%	0.0	15	42.86%	50.8%	2.8
EEO GRP 4: PROTECT SERV WRKR	9	0	0%	10.2%	9.2	1	11.11%	50.8%	3.6
EEO GRP 5: PARA PROFESSIONAL	16	0	0%	10.2%	1.7	16	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	28	2	7.14%	10.2%	0.9	28	100%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	2	0	0%	10.2%	0.3	1	50%	50.8%	0.1
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	10.2%	0.5	1	25%	50.8%	1.1
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--
TOTAL	443	36	8.13%	10.2%	9.2	248	55.98%	50.8%	0.0
JUNE 2013 TOTAL	443	40	9.03%	10.00%	4.3	248	55.98%	52.42%	0.0
CHANGES	0	-4	-0.9%	0.2%	4.9	0	0%	-1.62%	0

### **Labor Minority Utilization Trend<sup>5</sup>**



### **Labor Female Utilization Trend<sup>6</sup>**



<sup>5</sup> The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/2008 reporting period.

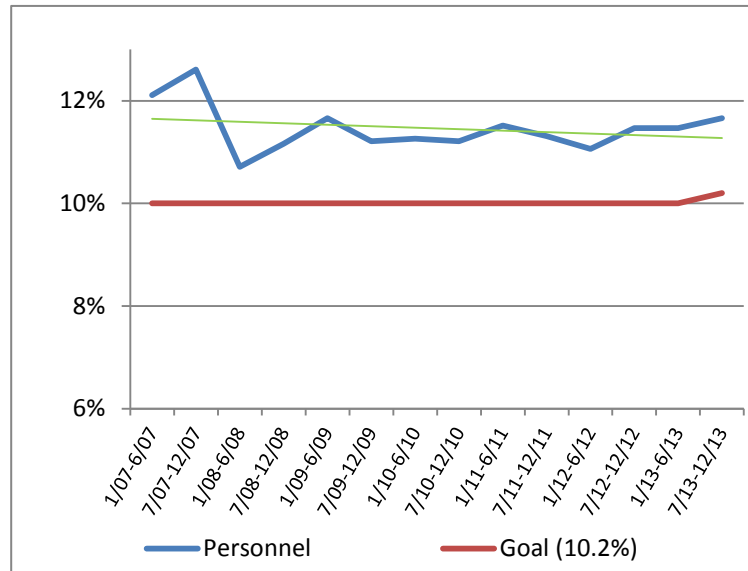
<sup>6</sup> *Ibid...*

## PERSONNEL CABINET

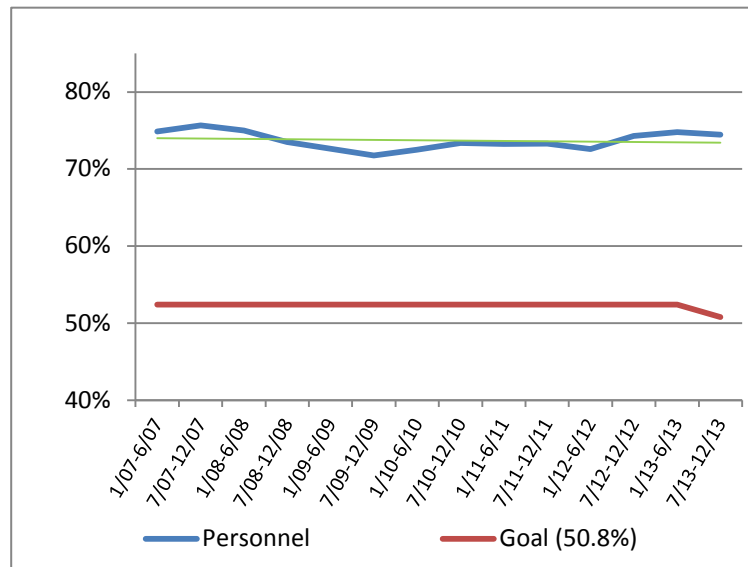
### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	35	4	11.43%	10.2%	0.0	18	51.43%	50.8%	0.0
EEO GRP 2: PROFESSIONAL	168	20	11.90%	10.2%	0.0	135	80.36%	50.8%	0.0
EEO GRP 3: TECHNICIANS	15	2	13.33%	10.2%	0.0	9	60%	50.8%	0.0
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	10.2%	0.5	3	75.00%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	223	26	11.66%	10.2%	0.0	166	74.44%	50.8%	0.0
JUNE 2013 TOTAL	218	25	11.47%	10.00%	0.0	163	74.77%	52.42%	0.0
CHANGES	5	1	0.19%	0.2%	0	3	-0.33%	-1.62%	0

### **Personnel Minority Utilization Trend**



### **Personnel Female Utilization Trend**

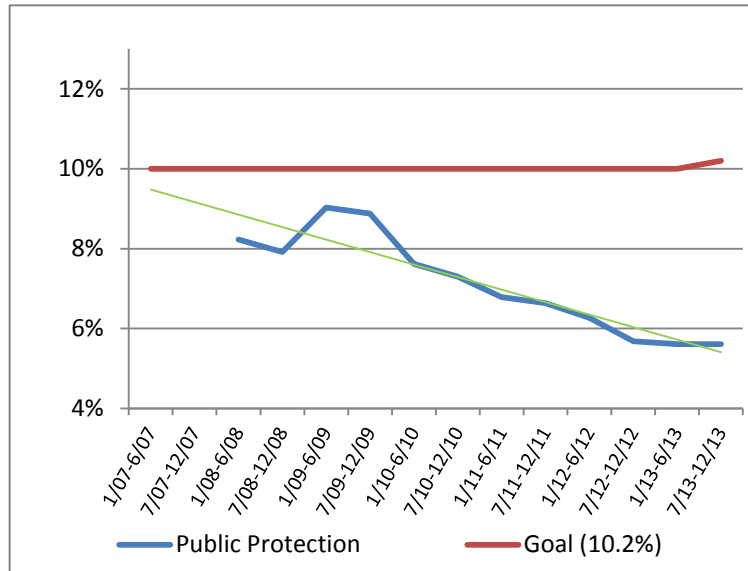


## PUBLIC PROTECTION CABINET

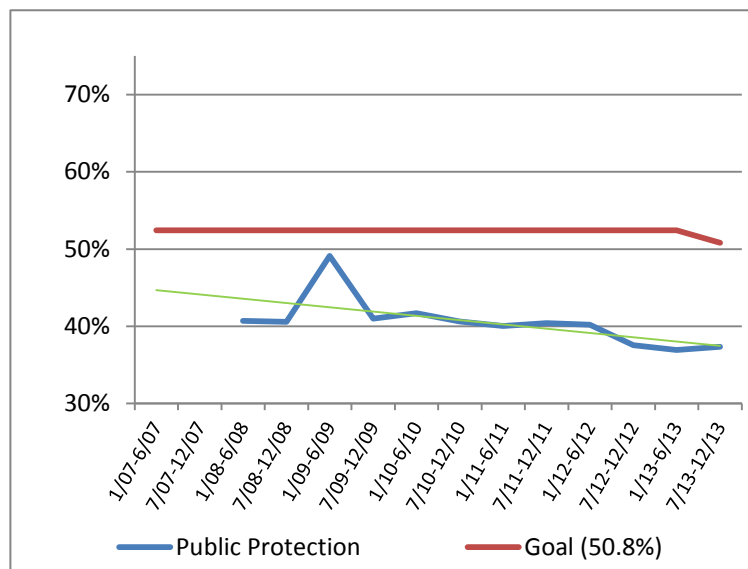
### July – December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	109	7	6.42%	10.2%	4.2	36	33.03%	50.8%	19.4
EEO GRP 2: PROFESSIONAL	409	26	6.36%	10.2%	15.8	204	49.88%	50.8%	3.8
EEO GRP 3: TECHNICIANS	169	7	4.14%	10.2%	10.3	20	11.83%	50.8%	65.9
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	6	0	0%	10.2%	0.7	6	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	8	0	0%	10.2%	0.9	6	75%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	28	0	0%	10.2%	2.9	1	3.57%	50.8%	13.3
EEO GRP 8: SERVICE MAINTENANCE	2	1	50%	10.2%	0.0	0	0%	50.8%	1.2
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	731	41	5.61%	10.2%	33.6	273	37.35%	50.8%	98.4
JUNE 2013 TOTAL	731	41	5.61%	10.00%	32.1	270	36.94%	52.42%	113.2
CHANGES	0	0	0%	0.2%	1.5	3	0.41%	-1.62%	5.7

### **Public Protection Minority Utilization Trend<sup>7</sup>**



### **Public Protection Female Utilization Trend<sup>8</sup>**



<sup>7</sup> The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

<sup>8</sup> *Ibid...*

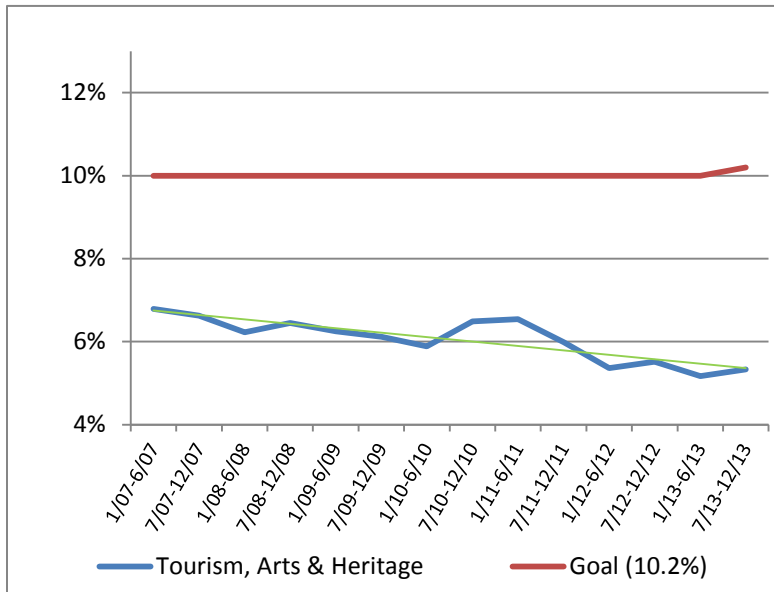
## TOURISM, ARTS & HERITAGE CABINET

### July - December 2013 Utilization Table

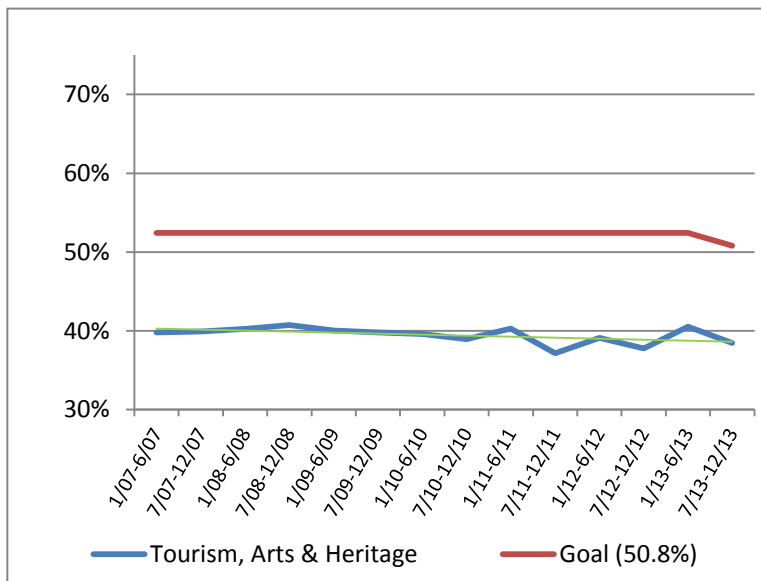
JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	212	9	4.25%	10.2%	12.7	67	31.6%	50.8%	40.7
EEO GRP 2: PROFESSIONAL	480	21	4.38%	10.2%	28	239	49.79%	50.8%	4.9
EEO GRP 3: TECHNICIANS	63	6	9.52%	10.2%	0.5	21	33.33%	50.8%	11.1
EEO GRP 4: PROTECT SERV WRKR	196	4	2.04%	10.2%	16	5	2.55%	50.8%	94.6
EEO GRP 5: PARA PROFESSIONAL	124	2	1.61%	10.2%	10.7	33	26.61%	50.8%	30
EEO GRP 6: OFFICE & CLERICAL	150	4	2.67%	10.2%	11.4	111	74%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	250	9	3.60%	10.2%	16.5	23	9.20%	50.8%	104
EEO GRP 8: SERVICE MAINTENANCE	475	49	10.32%	10.2%	0.0	251	52.84%	50.8%	0.0
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	1,950	104	5.33%	10.2%	95	750	38.46%	50.8%	240.7
JUNE 2013 TOTAL	2,322	120	5.17%	10.00%	112.2	941	40.53%	52.42%	276.2
CHANGES	-372	-16	0.16%	0.2%	-17.2	-191	-2.07%	-1.62%	-35.5



### **Tourism, Arts & Heritage Minority Utilization Trend**



### **Tourism, Arts & Heritage Female Utilization Trend**

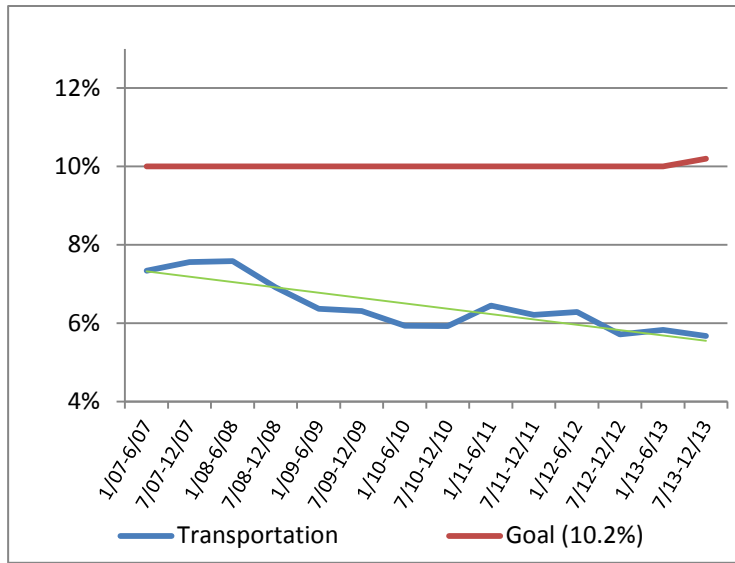


## TRANSPORTATION CABINET

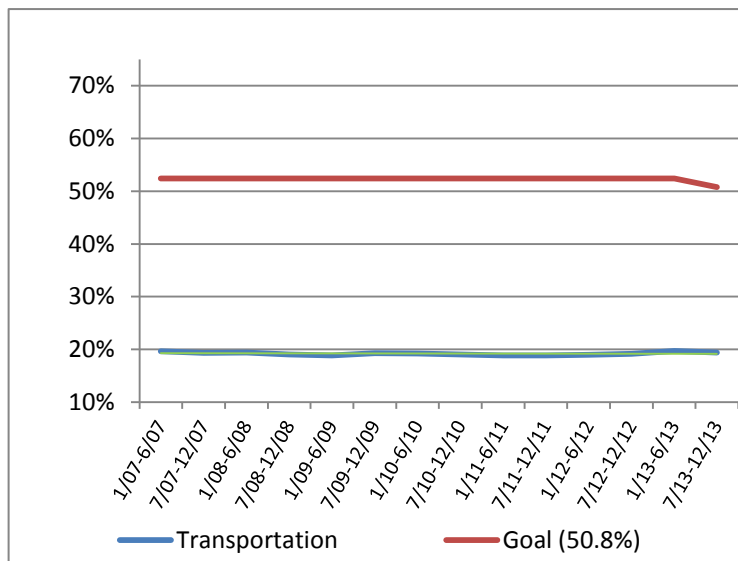
### July –December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	337	13	3.86%	10.2%	21.4	70	20.77%	50.8%	101.2
EEO GRP 2: PROFESSIONAL	1,714	131	7.64%	10.2%	43.9	652	38.04%	50.8%	218.8
EEO GRP 3: TECHNICIANS	391	21	5.37%	10.2%	18.9	85	21.74%	50.8%	113.7
EEO GRP 4: PROTECT SERV WRKR	5	0	0%	10.2%	0.6	1	20%	50.8%	1.6
EEO GRP 5: PARA PROFESSIONAL	105	11	10.48%	10.2%	0.0	20	19.05%	50.8%	33.4
EEO GRP 6: OFFICE & CLERICAL	116	16	13.79%	10.2%	0.0	39	33.62%	50.8%	20
EEO GRP 7: SKILLED WORKER	1,728	75	4.34%	10.2%	101.3	42	2.43%	50.8%	835.9
EEO GRP 8: SERVICE MAINTENANCE	431	7	1.62%	10.2%	37	29	6.73%	50.8%	190
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	4,827	274	5.68%	10.2%	218.4	938	19.43%	50.8%	1,514.2
JUNE 2013 TOTAL	4,874	284	5.83%	10.00%	203.4	960	19.70%	52.42%	1,595
CHANGES	-47	-10	-0.15%	0.2%	15	-22	-0.27%	-1.62%	-80.8

### **Transportation Minority Utilization Trend**



### **Transportation Female Utilization Trend**



## **APPENDICIES**

## APPENDIX 1 -SECRETARY OF STATE

### July – December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0%	10.2%	0.5	2	50%	50.8%	0.1
EEO GRP 2: PROFESSIONAL	23	1	4.35%	10.2%	1.4	18	78.26%	50.8%	0.0
EEO GRP 3: TECHNICIANS	1	0	0%	10.2%	0.2	0	0%	50.8%	0.6
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	1	0	0%	10.2%	0.2	1	100%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	29	1	3.45%	10.2%	2	21	72.41%	50.8%	0.0
JUNE 2013 TOTAL	30	1	3.33%	10.00%	2	21	70%	52.42%	0.0
CHANGES	-1	0	0.12%	0.2%	0	0	2.41%	-1.62%	0

## APPENDIX 2 - ATTORNEY GENERAL

### July – December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	47	5	10.64%	10.2%	0.0	21	44.68%	50.8%	2.9
EEO GRP 2: PROFESSIONAL	167	10	5.99%	10.2%	7.1	84	50.3%	50.8%	0.9
EEO GRP 3: TECHNICIANS	2	0	0%	10.2%	0.3	0	0%	50.8%	1.1
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33%	10.2%	0.0	3	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	5	0	0%	10.2%	0.6	5	100%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	2	0	0%	10.2%	0.3	1	50%	50.8%	0.1
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	226	16	7.08%	10.2%	7.1	114	50.4%	50.8%	0.9
JUNE 2013 TOTAL	217	14	6.45%	10.00%	7.7	115	53%	52.42%	0.0
CHANGES	9	2	0.63%	0.2%	-0.6	-1	-2.6	-1.62%	0.9

## APPENDIX 3 - STATE TREASURER

### July – December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	9	0	0%	10.2%	1	3	33.33%	50.8%	1.6
EEO GRP 2: PROFESSIONAL	19	1	5.26%	10.2%	1	14	73.68%	50.8%	0.0
EEO GRP 3: TECHNICIANS	2	0	0%	10.2%	0.3	1	50%	50.8%	0.1
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	0	0%	10.2%	0.3	2	100%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	32	1	3.13%	10.2%	2.3	20	62.5%	50.8%	0.0
JUNE 2013 TOTAL	32	2	6.25%	10.00%	1.2	20	62.5%	52.42%	0.0
CHANGES	0	-1	-3.12%	0.2%	1.1	0	0	-1.62%	0

## APPENDIX 4 - AUDITOR OF PUBLIC ACCOUNTS

### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	14	0	0%	10.2%	1.5	7	50%	50.8%	0.2
EEO GRP 2: PROFESSIONAL	122	7	5.74%	10.2%	5.5	78	63.93%	50.8%	0.0
EEO GRP 3: TECHNICIANS	1	0	0%	10.2%	0.2	0	0%	50.8%	0.6
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	1	50%	10.2%	0.0	0	0%	50.8%	1.1
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
TOTAL	138	8	5.8%	10.2%	6.1	84	60.87%	50.8%	0.0
JUNE 2013 TOTAL	139	9	6.47%	10.00%	4.9	85	61.15%	52.42%	0.0
CHANGES	-1	-1	-0.67%	0.2%	1.2	-1	-0.28%	-1.62%	0



## APPENDIX 5 - DEPARTMENT OF AGRICULTURE

### July -December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	66	1	1.52%	10.2%	5.8	18	27.27	50.8%	15.6
EEO GRP 2: PROFESSIONAL	109	6	5.5%	10.2%	5.2	41	37.61%	50.8%	14.4
EEO GRP 3: TECHNICIANS	96	2	2.08%	10.2%	7.8	23	23.96%	50.8%	25.8
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33%	10.2%	0.0	3	100%	50.8%	0.0
EEO GRP 6: OFFICE & CLERICAL	12	2	16.67%	10.2%	0.0	9	75%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	4	1	25%	10.2%	0.0	1	25%	50.8%	1.1
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
<b>TOTAL</b>	<b>290</b>	<b>13</b>	<b>4.48%</b>	<b>10.2%</b>	<b>16.6</b>	<b>95</b>	<b>32.76%</b>	<b>50.8%</b>	<b>52.4</b>
<b>JUNE 2013 TOTAL</b>	<b>299</b>	<b>18</b>	<b>6.02%</b>	<b>10.00%</b>	<b>11.9</b>	<b>93</b>	<b>31.1%</b>	<b>52.42%</b>	<b>63.8</b>
<b>CHANGES</b>	<b>-9</b>	<b>-5</b>	<b>-1.54%</b>	<b>0.2%</b>	<b>4.7</b>	<b>2</b>	<b>1.66%</b>	<b>-1.62%</b>	<b>-11.4</b>

## APPENDIX 6 - UNIFIED PROSECUTORIAL SYSTEM

### July - December 2013 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	7	1	14.29%	10.2%	0.0	5	71.43%	50.8%	0.0
EEO GRP 2: PROFESSIONAL	701	17	2.43%	10.2%	54.6	266	37.95%	50.8%	90.2
EEO GRP 3: TECHNICIANS	--	--	--	--	--	--	--	--	--
EEO GRP 4: PROTECT SERV WRKR	39	4	10.26%	10.2%	0.0	15	38.46%	50.8%	4.9
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	383	17	4.44%	10.2%	22.1	372	97.13%	50.8%	0.0
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--
<b>TOTAL</b>	<b>1,130</b>	<b>39</b>	<b>3.45%</b>	<b>10.2%</b>	<b>76.3</b>	<b>658</b>	<b>58.23%</b>	<b>50.8%</b>	<b>0.0</b>
<b>JUNE 2013 TOTAL</b>	<b>1,133</b>	<b>34</b>	<b>3%</b>	<b>10.00%</b>	<b>79.3</b>	<b>656</b>	<b>57.9%</b>	<b>52.42%</b>	<b>0.0</b>
<b>CHANGES</b>	<b>-3</b>	<b>5</b>	<b>0.45%</b>	<b>0.2%</b>	<b>-3</b>	<b>2</b>	<b>0.33%</b>	<b>-1.62%</b>	<b>0</b>

## APPENDIX 7 - EEO Job Category Descriptions

**Group 1. Officials and Administrators:** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

**Group 2. Professionals:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

**Group 3. Technicians:** Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

**Group 4. Protective Service Workers:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

**Group 5. Paraprofessionals:** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

**Group 6. Office and Clerical:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

**Group 7. Skilled Worker:** Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work.

Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

**Group 8. Service/Maintenance:** Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.